

Wetherby and District U3A

Equality, Diversity and Inclusion Policy

EQUALITY ACT 2010

The Equality Act aims to prevent people being treated unfairly. The Wetherby and District U3A Equality and Diversity policy aims to ensure inclusivity and fairness for all our members.

POLICY STATEMENT

Wetherby and District U3A is committed to providing, life enhancing and life-changing opportunities where retired and semi-retired people come together and learn together, not for qualifications but for its own reward: the sheer joy of discovery! Members share their skills and life experiences: the learners teach, and teachers learn, and there is no distinction between them. In recognition that some people are particularly likely to experience discrimination and harassment, Wetherby and District U3A is fully committed to making sure that our organisation is as inclusive and welcoming as possible.

AIMS OF POLICY

Wetherby and District U3A considers that no member should suffer disadvantage, or receive less favourable treatment on the basis of:

- Ethnic origin, nationality (or statelessness) or race
- Disability
- Religion or belief (including the absence of belief)
- Marital or civil partnership status
- Sexual orientation
- Pregnancy
- Gender reassignment
- Class or socio-economic status
- Political belief

PRACTICAL APPROACHES TO INCLUSION

Wetherby and District U3A will ensure that all members are aware of our Equalities policy and U3A Code of Conduct. U3A will take all reasonable measures and practical approaches to ensure that a wide range of people take part in our activities and meetings. This may include:

- Consideration of the time of day of meetings
- Consideration of venues for meetings including:
 - Accessible to wheelchair users

- Access to PA system and hearing loop
- Publicity
 - Making it easy to read
 - Available to people who do not have access to the internet
 - Range of images used that reflect the local community
- Tasks and Roles
 - To make sure a range of people get their voices heard. For example, encouraging more women to take on roles such as chairing meetings

CODES OF CONDUCT

Wetherby and District U3A has a Code of Conduct. Sexist, racist and homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment and have no place in Wetherby and District U3A.

If any member feels that they have been discriminated against or harassed at a Wetherby and District U3A event they should raise this with the Committee. The Committee will investigate the complaint, listening to all members involved. (If the complaint is against a Committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against the Wetherby and District U3A as a whole, the Committee must work to ensure that such discrimination is not repeated in the future and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to Wetherby and District U3A's constitution/rules. The organisation will support people who feel they have been harassed or discriminated against and will not victimise or treat them less well because they have raised this.

POLICY REVIEW

This policy was reviewed at Wetherby and District U3A Executive Committee Meeting on 24th April 2018 and will be reviewed at least every 2 years.